

DOCUMENT RESUME

ED 275 248

HE 019 748

AUTHOR Howe, Richard D.; Carlton, J. Beth
TITLE Salary-Trend Study of Faculty in Fine Arts for the Years 1982-83 and 1985-86.
INSTITUTION Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE 86
NOTE 15p.; For related documents, see HE 019 731-769.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Academic Rank (Professional); College Faculty; College Programs; Comparative Analysis; Departments; *Fine Arts; *Full Time Faculty; Higher Education; Intellectual Disciplines; Private Colleges; State Colleges; *Teacher Salaries; Trend Analysis

ABSTRACT

Average salary increases for 2,262 faculty in the field of fine arts are reported for 1982-1983 and 1985-1986, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 108,074 faculty at 174 public colleges and 193 private colleges, representing 41 academic disciplines. In 1982, 56 public and 52 private colleges reported on fine arts faculty salaries, while 128 public and 129 private colleges reported in 1985. Between 1982 and 1985, average salaries of faculty in this field increased 22.5% at public colleges and 18.9% at private colleges. The average salary for fine arts faculty was below the average faculty salary in the other 40 disciplines (6% below for public colleges and 12% below for private colleges). Included is information on: the number of faculty by academic rank, including new assistant professors, salaries by academic rank, the ratio of average salaries to total average salaries of all public and private colleges in both years studied, comparisons between the 2 years and with the Consumer Price Index of changes in cost-of-living, and comparisons with 40 other disciplines. The disciplines and participating institutions are listed. (SW)

* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *

ED275248

SALARY-TREND STUDY OF FACULTY IN FINE ARTSFOR THE YEARS1982-83 AND 1985-86

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

☒ This document has been reproduced as
received from the person or organization
originating it.
☐ Minor changes have been made to improve
reproduction quality.

• Points of view or opinions stated in this docu-
ment do not necessarily represent official
OERI position or policy.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1985-86. Each year two separate studies are conducted, one for public senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines including fine arts. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1981. The definition of the discipline/major field of fine arts in the CIP is as follows:

An instructional program that describes the aesthetic qualities, techniques, and creative processes for communicating ideas, feelings, and inner vision through representation by lines; a delineation of form without reference to color.

This article presents a summary of the overall average salary increases in the discipline/major field of fine arts from the "baseline year" of 1982-83 to and including the "trend year" of 1985-86 for both public and private institutions. Of the 227 institutions which participated in CUPA's Public (AASCU)

BEST COPY AVAILABLE

1

"PERMISSION TO REPRODUCE THIS
MATERIAL HAS BEEN GRANTED BY
Richard D. Howe

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)."

2

Appalachian State Univ

HED19748

study of 1982-83, 174 also participated in 1985-86. Data from those same 174 institutions were used in both the baseline year and the trend year. Of the 299 institutions which participated in CUPA'S PRIVATE study of 1982-83, 193 also participated in 1985-86. Data from those same 193 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in fine arts for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1982-83 and 1985-86) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy and the CPI yields a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of fine arts in the 1982-83 public study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1982-83, PUBLIC 1985-86, PRIVATE 1982-83 and PRIVATE 1985-86. For example, a SALARY FACTOR of .90 for assistant professors in the discipline/major field of fine arts in the 1982-83 public study means that their salaries are 10 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1982-83 or 1985-86). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 41 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of fine arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1982-83 and the "trend year" of 1985-86 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF				ASSO PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS				
SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				
<u>PUBLIC, 1982-83:</u>																		FINE ARTS						
AVERAGE																								
SALARY:				30507	125	37	24105	147	45	19680	127	40	19070	13	11	16552	19	8	24331	418	56			
FAC MIX																								
PCT:				0.30	0.35				0.30				0.03				0.05				1.00			
SALARY																								
FACTOR:				0.94	0.92				0.90				0.90				0.93				0.92			
ALL MAJOR FIELDS																								
AVERAGE																								
SALARY:				32388	11542		26256	11188		21826	9574		21240	1268		17727	2833		26376	35137	174			
FAC MIX																								
PCT:				0.33	0.32				0.27				0.04				0.08				1.00			
<u>PUBLIC, 1985-86:</u>																		FINE ARTS						
AVERAGE																								
SALARY:				35727	480	103	28488	404	119	23773	320	106	21453	38	30	19786	39	33	29796	1243	128			
FAC MIX																								
PCT:				0.39	0.33				0.26				0.03				0.03				1.00			
SALARY																								
FACTOR:				0.93	0.92				0.91				0.85				0.95				0.94			
ALL MAJOR FIELDS																								
AVERAGE																								
SALARY:				38313	14197		31105	12327		26030	10424		25238	1541		20871	2867		31610	39815	174			
FAC MIX																								
PCT:				0.36	0.31				0.26				0.04				0.07				1.00			
<u>PRIVATE, 1982-83:</u>																		FINE ARTS						
AVERAGE																								
SALARY:				29604	43	24	21453	45	29	17656	47	28	17437	8	5	13937	10	9	22121	145	52			
FAC MIX																								
PCT:				0.30	0.31				0.32				0.06				0.07				1.00			
SALARY																								
FACTOR:				0.90	0.85				0.86				0.86				0.84				0.88			
ALL MAJOR FIELDS																								
AVERAGE																								
SALARY:				32762	4505		25294	4894		20633	5201		20374	739		16552	1223		25213	15823	193			
FAC MIX																								
PCT:				0.28	0.31				0.33				0.05				0.08				1.00			
<u>PRIVATE, 1985-86:</u>																		FINE ARTS						
AVERAGE																								
SALARY:				33550	125	71	25922	174	90	21535	135	82	20436	22	15	17340	22	18	26300	456	129			
FAC MIX																								
PCT:				0.27	0.38				0.30				0.05				0.05				1.00			
SALARY																								
FACTOR:				0.87	0.88				0.89				0.86				0.90				0.88			
ALL MAJOR FIELDS																								
AVERAGE																								
SALARY:				38629	5175		29556	5423		24241	5444		23887	843		19277	1257		29850	17299	193			
FAC MIX																								
PCT:				0.30	0.31				0.31				0.05				0.07				1.00			

RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1982-83 AND 1985-86

In the PUBLIC 1982-83 salary study in the above table, the reader may note that the discipline/major field of fine arts was reported in 56 of the 174 public (AASCU) institutions. The average salary of the 418 faculty was \$24,331. This average salary was approximately 8 percent (0.92) lower than the average salary of \$26,376 for all 35,137 faculty in ALL MAJOR FIELDS in the 1982-83 public study.

In the PUBLIC 1985-86 salary study in the above table, the discipline/major field of fine arts was reported in 128 of the same 174 public (AASCU) institutions. The average salary of the 1,243 faculty was \$29,796. This average salary was approximately 6 percent (0.94) lower than the average salary of \$31,610 for all 39,815 faculty in ALL MAJOR FIELDS in the 1985-86 public study.

The increase in average salaries for all faculty in fine arts after three years in the public institutions studied was 22.5 percent (\$29,796 minus \$24,331 equals \$5,465). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 11.8 percent or 3.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 19.8 percent (\$31,610 minus \$26,376 equals \$5,234). In comparison to the discipline/major field of fine arts (22.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.7 percent (22.5% minus 19.8% equals 2.7%) less than faculty in the discipline/major field of fine arts.

The reader may note that the faculty mix percentage in the discipline/major field of fine arts is the same for professor and assistant professor in the 1982-83 public study: 0.30 vs 0.30 respectively. However, in 1985-86 the

professor rank holds a greater percentage than that of assistant professor: 0.39 vs. 0.26 respectively. This is somewhat similar to the differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies: 0.33 vs. 0.27 (1982-83) and 0.36 vs. 0.26 (1985-86) respectively.

Finally, the hiring rate of new assistant professors in fine arts in the public studies was: 3.1 percent (13/418) in 1982-83 vs. 3.6 percent (1,268/35,137) in ALL MAJOR FIELDS in 1982-83. The hiring rate of new assistant professors in fine arts in 1985-86 was 3.1 percent (38/1,243) vs. 3.9 percent (1,541/39,815) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of fine arts was less than for ALL MAJOR FIELDS in both of the public studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1982-83 AND 1985-86

In the PRIVATE 1982-83 salary study in the above table, the reader may note that the discipline/major field of fine arts was reported in 52 of the 193 private institutions. The average salary of the 145 faculty was \$22,121. This average salary was approximately 12 percent (0.88) lower than the average salary of \$25,213 for all 15,823 faculty in ALL MAJOR FIELDS in the 1982-83 private study.

In the PRIVATE 1985-86 salary study in the above table, the discipline/major field of fine arts was reported in 129 of the same 193 private institutions. The average salary of the 456 faculty was \$26,300. This average salary was about 12 percent (0.88) lower than the average salary of \$29,850 for all

17,299 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

The increase in average salaries for all faculty in fine arts after three years in the private institutions studied was 18.9 percent (\$26,300 minus \$22,121 equals \$4,179). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.2 percent or 2.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 18.4 percent (\$29,850 minus \$25,213 equals \$4,637). In comparison to the discipline/major field of fine arts (18.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.5% percent (18.9% minus 18.4% equals 0.5%) less than faculty in the discipline/major field of fine arts.

The reader may note that the faculty mix percentage in the discipline/major field of fine arts is lower at the professor rank than at the the assistant professor rank in the private studies: 0.30 vs. 0.32 (1982-83) respectively; and 0.27 vs. 0.30 (1985-86) respectively. This is similar to that of ALL MAJOR FIELDS for both private studies: 0.28 vs. 0.33 (1982-83) respectively; and 0.30 vs. 0.31 (1985-86) respectively.

Finally, the reader may note that the hiring rate of new assistant professors in fine arts in the private studies was higher in comparison to the hiring rate in ALL MAJOR FIELDS in 1982-83, 5.5 percent (8/145) vs. 4.7 percent (739/15,823) respectively; and slightly lower in 1985-86, 4.8 percent (22/456) vs. 4.9 percent (843/17,299), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of fine arts and compared that information with 40 other academic disciplines/major fields over a period of three years: the "baseline year" of 1982-83 and the "trend year" of 1985-86. Two studies, one for public (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,262 faculty in the discipline/major field of fine arts participated and were included in the overall total of 108,074 faculty in all 41 disciplines/major fields in all four studies. The same 174 public (AASCU) institutions and the same 193 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of fine arts is currently (1985-86) 6 percent in the public study and 12 percent in the private study, below the overall average faculty salary of the other 40 disciplines/major fields. Fine arts average faculty salary in the private institutions lagged behind that of the public institutions in both the 1982-83 study and the 1985-86 study.

Second, the CPI of October 1985, in comparison to the CPI of October 1982, indicates that the faculty in fine arts, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Fine arts average faculty salaries in the public and private institutions increased by more than did faculty in ALL MAJOR FIELDS during this same period by 2.7 percent and 0.5 percent, respectively. Fine arts faculty in private institutions have some catching up to do with their colleagues in the public institutions. However, both fine arts faculty in the public and private

institutions have some catching up to do with their colleagues in the other 40 disciplines/major fields studied.

Third, currently (1985-86) in the discipline/major field of fine arts, more faculty hold the rank of full professor compared to assistant professor in the public institutions, whereas this situation is the opposite in the private institutions. Both fine arts faculty and faculty in ALL MAJOR FIELDS in public institutions are being promoted faster than their colleagues in the private institutions, and it seems a smaller percentage of new assistant professors are being hired in the public institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in fine arts, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. J. Beth Carlton is a Research Associate in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

- 1) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- 2) LIST OF PUBLIC Participating Institutions, page 11
- 3) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A.

OVERALL LIST OF SELECTED DISCIPLINES

AGRIBUSINESS AND AGRICULTURAL PRODUCTION	LETTERS
ACCOUNTING	LIBRARY AND ARCHIVAL SCIENCES
ANTHROPOLOGY	LIFE SCIENCES
AREA AND ETHNIC STUDIES	MATHEMATICS
AUDIOLOGY AND SPEECH PATHOLOGY	MUSIC
BUSINESS & MANAGEMENT	MULTI-INTERDISCIPLINARY
BUSINESS ADMINISTRATION AND MANAGEMENT	NURSING
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE
COMMUNICATIONS	PSYCHOLOGY
COMPUTER & INFORMATION SCIENCES	READING EDUCATION
CURRICULUM AND INSTRUCTION	SECRETARIAL AND RELATED PROGRAMS
DRAMATIC ARTS	SOCIAL SCIENCES
EDUCATION	SOCIOLOGY STUDIES
EDUCATION ADMINISTRATION	SPECIAL EDUCATION
ENGINEERING	STUDENT COUNSELING AND PERSONNEL SERVICES
FINE ARTS	
FOREIGN LANGUAGES	VISUAL AND PERFORMING ARTS
GEOGRAPHY	
GEOLOGICAL SCIENCES	<u>TOTAL: 41</u>
HISTORY	
HOME ECONOMICS	

APPENDIX B.

CUPA Public (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

Participating Institutions

Alabama State University (AL)	Glenville State College (WV)
Appalachian State University (NC)	Grand Valley State College (MI)
Arkansas State University (AR)	Harris-Stowe State College (MO)
Arkansas Tech University (AR)	Idaho State University (ID)
Augusta College (GA)	Illinois State University (IL)
Black Hills State College (SD)	Indiana State University (IN)
Boise State University (ID)	Jackson State University (MS)
California State University, Dominguez Hills (CA)	Kennesaw College (GA)
California State University, Hayward (CA)	Kent State University (OH)
California State University, Long Beach (CA)	Kutztown University (PA)
California State University, San Bernardino (CA)	Lake Superior State College (MI)
California State University, Stanislaus (CA)	Lamar University--Beaumont (TX)
California University of Pennsylvania (PA)	Lander College (SC)
Castleton State College (VT)	Laredo State University (TX)
Central Connecticut State University (CT)	Lewis-Clark State College (ID)
Central Michigan University (MI)	Longwood College (VA)
Central Missouri State University (MO)	Louisiana State University in Shreveport (LA)
Central State University (OK)	Marshall University (WV)
Central Washington University (WA)	Mary Washington College (VA)
Chicago State University (IL)	Massachusetts Maritime Academy (MA)
Christopher Newport College (VA)	Mayville State College (ND)
Clarion University of Pennsylvania (PA)	McNeese State University (LA)
College of William and Mary (VA)	Memphis State University (TN)
Columbus College (GA)	Mesa College (CO)
Concord College (WV)	Metropolitan State College (CO)
Dakota State College (SD)	Middle Tennessee State University (TN)
Delta State University (MS)	Midwestern State University (TX)
East Stroudsburg University (PA)	Millersville University (PA)
East Texas State University (TX)	Morehead State University (KY)
East Texas State University at Texarkana (TX)	Murray State University (KY)
Eastern Connecticut State University (CT)	North Adams State College (MA)
Eastern Illinois University (IL)	North Carolina Agricultural & Technical State University (NC)
Eastern Kentucky University (KY)	North Carolina Central University (NC)
Eastern New Mexico University (NM)	Northeast Missouri State University (MO)
Eastern Oregon State College (OR)	Northeastern Illinois University (IL)
Eastern Washington University (WA)	Northern Arizona University (AZ)
Edinboro University of Pennsylvania (PA)	Northern Illinois University (IL)
Fairmont State College (WV)	Northern Kentucky University (KY)
Fitchburg State College (MA)	Northern Michigan University (MI)
Florida International University (FL)	Northern State College (SD)
Fort Hays State University (KS)	Oakland University (MI)
Francis Marion College (SC)	Old Dominion University (VA)
Frostburg State College (MD)	Oregon Institute of Technology (OR)
George Mason University (VA)	Pittsburg State University (KS)
Georgia College (GA)	Purdue University at Calumet (IN)
Georgia Southern College (GA)	Saginaw Valley State College (MI)
Georgia Southwestern College (GA)	

Participating Institutions (continued):

Salem State College (MA)
 Salisbury State College (MD)
 San Diego State University (CA)
 Savannah State College (GA)
 Shepherd College (WV)
 Shippensburg University (PA)
 Sonoma State University (CA)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon State College (OR)
 Southern Technical Institute (GA)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud University (MN)
 State University College at Brockport (NY)
 State University College at Geneseo (NY)
 State University College at Plattsburgh (NY)
 State University College of Arts & Sciences at
 Potsdam (NY)
 State University of New York College at Cortland (NY)
 Westfield State College (MA)
 State University of New York College at Fredonia (NY)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 Trenton State College (NJ)
 Troy State University (AL)
 University of Akron, The (OH)
 University of Alaska at Anchorage (AK)
 University of Baltimore (MD)
 University of Central Arkansas (AR)
 University of Colorado at Colorado Springs (CO)
 University of Lowell (MA)
 University of Maine at Presque Isle (ME)
 University of Maryland Baltimore County (MD)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Alabama (AL)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Science and Arts of Oklahoma (OK)
 University of South Alabama (AL)
 University of South Carolina at Aiken (SC)
 University of South Carolina at Spartanburg (SC)
 University of South Florida (FL)

University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Texas at Dallas (TX)
 University of Texas at Tyler (TX)
 University of Texas of the Permian Basin (TX)
 University of Toledo, The (OH)
 University of West Florida (FL)
 University of Wisconsin at Oshkosh (WI)
 University of Wisconsin--La Crosse (WI)
 University of Wisconsin--Stevens Point (WI)
 University of Wisconsin--Stout (WI)
 University of Wisconsin--Superior (WI)
 Valdosta State College (GA)
 Weber State College (UT)
 West Georgia College (GA)
 West Liberty State College (WV)
 West Virginia College of Graduate Studies (WV)
 West Virginia Institute of Technology (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)
 Western Montana College (MT)
 Western New Mexico University (NM)
 Western Oregon State College (OR)
 Western Washington University (WA)
 Wichita State University (KS)
 Winston-Salem State University (NC)
 Youngstown State University (OH)

TOTAL: 174

APPENDIX C.

CUPA Private (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

Participating Institutions

Adelphi University (NY)	Converse College (SC)
Albertus Magnus College (CT)	Creighton University (NE)
Alfred University (NY)	D'Youville College (NY)
Allentown College of St. Francis de Sales (PA)	Dakota Wesleyan University (SD)
Alma College (MI)	Davis and Elkins College (WV)
Alverno College (WI)	Defiance College, The (OH)
American Technological University (TX)	DePaul University (IL)
American University, The (DC)	Dickinson College (PA)
Anna Maria College (MA)	Doane College (NE)
Aquinas College (MI)	Drake University (IA)
Aurora University (IL)	Drew University (NJ)
Averett College (VA)	Eckerd College (FL)
Avila College (MO)	Elmira College (NY)
Azusa Pacific University (CA)	Ferrum College (VA)
Babson College (MA)	Fontbonne College (MO)
Baker University (KS)	Fort Wayne Bible College (IN)
Barnard College (NY)	Furman University (SC)
Barry University (FL)	Gallaudet College (DC)
Bellarmino College (KY)	George Washington University, The (DC)
Bennett College (NC)	Georgetown College (KY)
Bethel College (KS)	Georgetown University (DC)
Bethune-Cookman College (FL)	Georgian Court College (NJ)
Biola University (CA)	Graceland College (IA)
Bishop College (TX)	Hamilton College (NY)
Bloomfield College (NJ)	Hamline University (MN)
Boston University (MA)	Hampton University (VA)
Bradley University (IL)	Hanover College (IN)
Briar Cliff College (IA)	Hartwick College (NY)
Bridgewater College (VA)	Hastings College (NE)
Bryan College (TN)	Heidelberg College (OH)
Bucknell University (PA)	Holy Family College (PA)
Carnegie-Mellon University (PA)	Hood College (MD)
Catholic University of Puerto Rico (PR)	Hope College (MI)
Cedar Crest College (PA)	Husson College (ME)
Cedarville College (OH)	Illinois Benedictine College (IL)
Central College (IA)	Immaculata College (PA)
Chaminade University of Honolulu (HI)	Iona College (NY)
Clark University (MA)	Ithaca College (NY)
Clarkson University (NY)	Jacksonville University (FL)
College Misericordia (PA)	John Carroll University (OH)
College of Mount St. Joseph (OH)	Kalamazoo College (MI)
College of Notre Dame (CA)	Kentucky Wesleyan College (KY)
College of Saint Rose, The (NY)	King's College (PA)
College of St. Scholastica (MN)	La Roche College (PA)
College of the Holy Cross (MA)	Lafayette College (PA)
Columbia College (MO)	Lakeland College (WI)
Concordia College (MN)	Lambuth College (TN)

Participating Institutions (continued):

Lewis University (IL)	Rust College (MS)
Lincoln Memorial University (TN)	Sacred Heart University (CT)
Linfield College (OR)	Saint Joseph College (CT)
Loyola College (MD)	Saint Mary's College (MN)
Luther College (IA)	Saint Peter's College (NJ)
Lycoming College (PA)	Saint Vincent College (PA)
Marist College (NY)	Salve Regina--The Newport College (RI)
Mars Hill College (NC)	School of the Ozarks, The (MO)
Mary Baldwin College (VA)	Seattle Pacific University (WA)
Marygrove College (MI)	Seattle University (WA)
Marymount College (NY)	Seton Hill College (PA)
Marymount Manhattan College (NY)	Siena College (NY)
Maryville College (TN)	Siena Heights College (MI)
Marywood College (PA)	Simpson College (IA)
McKendree College (IL)	St. Edward's University (TX)
Mercy College of Detroit (MI)	St. Mary's College of California (CA)
Meredith College (NC)	St. Norbert College (WI)
Merrimack College (MA)	Suffolk University (MA)
Midland Lutheran College (NE)	Susquehanna University (PA)
Millikin University (IL)	Thomas College (ME)
Minneapolis College of Art and Design (MN)	Trinity College (VT)
Molloy College (NY)	Trinity University (IA)
Moravian College (PA)	University of Dayton, The (OH)
Morris Brown College (GA)	University of Detroit (MI)
Mount Mary College (WI)	University of Laverne (CA)
Mount Marty College (SD)	University of Miami (FL)
Mount Mercy College (IA)	Univeristy of Portland (OR)
Mount St. Mary's College (CA)	University of San Diego (CA)
Mount Vernon College (DC)	University of Scranton (PA)
Nazareth College at Kalamazoo (MI)	University of Tampa (FL)
North Park College (IL)	Ursuline College (OH)
Northwestern College (MN)	Villa Maria College (PA)
Oglethorpe University (GA)	Viterbo College (WI)
Oklahoma Baptist University (OK)	Voorhees College (SC)
Our Lady of the Lake University (TX)	Walsh College (OH)
Park College (MO)	Washington and Jefferson College (PA)
Pepperdine University (CA)	Waynesburg College (PA)
Phillips University (OK)	Wentworth Institute of Technology (MA)
Point Loma Nazarene College (CA)	West Virginia Wesleyan College (WV)
Presbyterian College (SC)	Western Conservative Baptist Seminary (OR)
Princeton Theological Seminary (NJ)	Westmar College (IA)
Principia College (IL)	Whitman College (WA)
Quinnipiac College (CT)	Wilkes College (PA)
Randolph-Macon College (VA)	William Jewell College (MO)
Regis College (CO)	William Penn College (IA)
Regis College (MA)	Wittenburg University (OH)
Rensselaer Polytechnic Institute (NY)	
Rice University (TX)	
Rider College (NJ)	
Rockford College (IL)	
Roosevelt University (IL)	
	<u>TOTAL: 193</u>